



Blackbaud Transitions to a Remote-First Workforce Approach

November 1, 2021

New Approach Enables the Company to Focus on Hiring Talent and Growing Careers, Regardless of Location

CHARLESTON, S.C., Nov. 1, 2021 /PRNewswire/ -- [Blackbaud](#) (NASDAQ: BLKB), the world's leading cloud software company powering social good, has officially transitioned to a remote-first workforce approach. Operating remotely since the start of the COVID-19 pandemic, Blackbaud has seen proven success with this approach and the company has committed to remaining remote-first moving forward.



"Our dedicated employees have continued to deliver against our goals while working remotely since March 2020," said Mike Gianoni, president and CEO, Blackbaud. "The shift to a digital-first world continues to accelerate, and we're embracing that. We see this location-agnostic approach as the future of work for SaaS companies, and we're proud to lead the way."

"We are focusing on building a connected, engaged culture regardless of where our people are located," said Maggie Driscoll, chief people and culture officer, Blackbaud. "We've hired and promoted amazing talent around the world over the last 20 months. We continue to listen to our employees' feedback, learn and adjust to create the best experience for our people."

Highlights of Blackbaud's updated workforce approach include:

- **Growth in talent acquisition:** Blackbaud has seen increased demand for its job openings. Applications for Blackbaud positions have increased more than 50% thus far in 2021. Roughly 80% of candidates have been hired in remote positions this year, improving the company's ability to acquire and retain the best talent, based on skills versus geography. In addition, Blackbaud has seen strong diversity in candidates, with an increase in applicants from backgrounds that are historically underrepresented in tech.
- **More opportunities for career growth:** With a remote-first strategy, career progression is focused solely on performance and expertise. Over the past year, nearly 40% of Blackbaud employees have experienced career progression, whether applying for a new internal position or receiving a promotion.
- **Reduced environmental impact:** With the majority of employees no longer commuting into an office, and by reducing office footprint, Blackbaud can make more progress toward becoming a zero-waste company and protecting the environment, which ties to the company's [ESG commitment](#).

With this remote-first strategy, Blackbaud will opt for more flexible, on-demand office and team space, leveraging coworking options around the world, in addition to its headquarters office in Charleston, S.C. Blackbaud will use these spaces for customer meetings, employee gatherings and team building when it is safe to do so.

Blackbaud remains committed to investing in communities and philanthropic opportunities through its robust global social responsibility programs and by providing opportunities for employees to get involved in causes they care about, locally and virtually. Blackbaud will continue to develop innovative strategies that promote a connected workforce, while supporting overall health, wellbeing and flexibility.

To learn more about careers at Blackbaud, visit the [Blackbaud Careers page](#). To learn more about Blackbaud's mission, vision and vital work, see the [2020 Blackbaud Social Responsibility Report](#).

About Blackbaud

Blackbaud (NASDAQ: BLKB) is the world's leading cloud software company powering social good. Serving the entire social good community —nonprofits, higher education institutions, K–12 schools, healthcare organizations, faith communities, arts and cultural organizations, foundations, companies and individual change agents—Blackbaud connects and empowers organizations to increase their impact through cloud software, services, expertise and data intelligence. The Blackbaud portfolio is tailored to the unique needs of vertical markets, with solutions for fundraising and CRM, marketing, advocacy, peer-to-peer fundraising, corporate social responsibility, school management, ticketing, grantmaking, financial management, payment processing and analytics. Serving the industry for four decades, Blackbaud is headquartered in Charleston, South Carolina, and has operations in the United States, Australia, Canada, Costa Rica and the United Kingdom. For more information, visit www.blackbaud.com or follow us on [Twitter](#), [LinkedIn](#), [Instagram](#) and [Facebook](#).

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Forward-looking Statements

Except for historical information, all of the statements, expectations, and assumptions contained in this news release are forward-looking statements that involve a number of risks and uncertainties, including statements regarding expected benefits of products and product features. Although Blackbaud attempts to be accurate in making these forward-looking statements, it is possible that future circumstances might differ from the assumptions on which such statements are based. In addition, other important factors that could cause results to differ materially include the following: general economic risks; uncertainty regarding increased business and renewals from existing customers; continued success in sales growth; management of integration of acquired companies and other risks associated with acquisitions; risks associated with successful implementation of

multiple integrated software products; the ability to attract and retain key personnel; risks associated with management of growth; lengthy sales and implementation cycles, particularly in larger organization; technological changes that make our products and services less competitive; and the other risk factors set forth from time to time in the SEC filings for Blackbaud, copies of which are available free of charge at the SEC's website at www.sec.gov or upon request from Blackbaud's investor relations department. All Blackbaud product names appearing herein are trademarks or registered trademarks of Blackbaud, Inc.

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